

WITHOUT PREJUDICE

CONCORDIA UNIVERSITY  
INTERNAL MEMORANDUM

TO: Dr. C. L. Bertrand  
Dean, Faculty of Arts & Science

FROM: Dr. G.P. Sassano  
Chairman, Department of Geology

DATE: June 1, 1987

RE: Annual Report 1986-87

The 1986-87 academic year has been a very difficult one for the Department of Geology and for the office of the Chair.

Notwithstanding a tolerable decrease in total student enrolment from 181 to 141 (as per statistics of 02/10/86) and a forced elimination of some course duplications (from 40 courses to 35) all the geology programmes and in particular the multidisciplinary programmes have been offered, carried out and continue to remain effective and popular despite a chronic lack of funds, equipment and administrative support.

To prove the excellent work done by faculty and staff one has only to take into consideration the ratio given by the credits taught by the department versus the number of full-time faculty present: in our case, the rating is very favourable (i.e.  $2748/6 = 458$ ). This ratio could be higher if one considers that three faculty did not carry a full teaching load. The above ratio also clearly expresses the nature of our courses, which, with few exceptions, require a very heavy lab preparation. As a consequence, the total number of courses taught by part-timers was exceptionally high.

During this academic year several objectives have been reached. The department was able to consolidate in the Loyola Campus, consolidation which took place during the winter term, without disruption of classes or major hardship to faculty, staff and students. The space forcefully lost to Chemistry in SGW (two main laboratories H1051 and H1053, etc.) was somewhat replaced by adequate space in Loyola.

The original furniture, equipment and rock samples retrieved from the downtown rooms were immediately put to good use in Loyola with considerable cost savings. Ironically the space lost, in the SGW Campus, although "urgently needed" by Chemistry, is still empty.

The department also worked very hard to prepare a curriculum submission for the academic year 1988-89 which seems to have

been unfairly "stalled" for no valid reasons whatsoever. This has resulted in the postponement of the introduction of an up-dated curriculum fully supported by faculty and the students of this department. The department, moreover, took the initiative of starting an evaluation of the multidisciplinary programmes offered. An External Evaluating Committee, following the terms of reference given by the Office of the Dean, submitted a superficial report that was not even signed by the members of the Committee. Furthermore, the only Academic Member of the Committee did not agree with some of the specific recommendations proposed.

The department, in turn, filed a well documented, collegial response related to most of the issues raised by the Evaluating Committee's Report indicating the weaknesses and the professional inconsistencies of the Report.

In response to the realization that lack of research space and funds have impeded research productivity, the department made strong representation for more space and team effort.

In an attempt to improve the general research output, several contacts were made with MERQ, MERI, UQAM, the GSC and N.R.C. This positive attitude reinforced the confidence of faculty with the result that some excellent papers have been published and others are now in the final stages of publication.

The Office of the Chair also initiated some discussion with the Department of Economics to discuss the possibility of developing a "Diploma in Natural Resources Economics" and to explore the possibility of forming an "Institute" of Natural Resource Economics between the two departments in question.

On this subject, it is important to note the present national trend embodied in the statements, to the 305<sup>th</sup> N.R.C. Meeting, May 27, 1987, by Dr. J.F. Mustard, Director of the Canadian Institute for Advanced Research. Dr. J. Mustard, discussing the Advancement of Science and Technology Research in Canada stated: "In North America and Canada, we have a strong shortage of managers or administrators that have a specific scientific background in science and technology. In particular, we have few economists and administrators that understand science from a modern point of view". The writer believes that this statement well applies to the efforts of our department to establish a joint programme with Economics.

It should be mentioned that one of our students, Ms. E. Hasselgren received an NSERC Postgraduate Scholarship. She was also nominated for the Department "Dr. A. Deland" Medal.

In addition, one faculty was on split sabbatical leave (in the department), one member accepted a reduced duties appointment and one researcher was nominated "Visiting Research Scholar" of Geology.

This report cannot be concluded without a final word on the leadership provided by the Dean of Arts and Science and the effects on the morale of the Faculty of the Department of Geology: it is well known that a group of individuals with better morale and motivation works harder. In this sense, the guidance of Dr. C. Bertrand, has been detrimental to the advancement of the Department of Geology. Throughout this academic year (1986-87) the Dean of Arts and Science has not supported our Department by motivation or "networking" as it is a customary practice in any modern well-managed enterprise, but he has rather proceeded - and the majority of the geology faculty agrees with it - by confrontation and imposition of his ideas, with the obvious disastrous results that such a method always brings about. At no time ever, the morale of the faculty of the Department of Geology has been so low as it is now. Clearly an unprecedented higher level of absenteeism and heedlessness has been achieved.

The geology faculty also resent the continuous meddling of the Dean's Office in departmental affairs. The department wishes that the guidelines of the Academic Planning and Priorities Committee (Dec. 1986) be implemented as soon as possible to guarantee a better process of discussion and consultation within our faculty.

Finally, to understand what geology is all about, it would be of great help and probably an effective educational exercise to read the paper (enclosed) titled "Trends in the Education of Earth Scientists" by Dr. H.S. Yoder, Director of the Geophysical Laboratory, Carnegie Institution and Chairman of the Geology Section of the National Academy of Sciences, Washington, published by the Journal of Geological Education in 1986.

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cc: Dr. F.R. Whyte  
Vice Rector Academic